

Radical Inclusion:

Fostering Disability Representation at High Levels of Your Organization



By Maureen “Mo” Beck and Shane Farver, Adaptive Climbers Fest

What if we told you ...



ADAPTIVE CLIMBERS FESTIVAL

A Modicum About Mo

- She was born this waaaaaaay...
- First adaptive experience was a nogo
- Didn't see myself in it
- Took *years* to want to try it again



A Smidge About Shane

- Climber before acquiring a disability in 2018
- First adaptive climbing experience in 2019
- Was pretty much saved by adaptive climbing



The Adaptive Community was/is Ready to Roll

- Our able-bodied allies were there in the beginning.
- A new energy was building.
- We're ready for the reins.



But it really started in a hot tub





In Our World, Disability is a *Qualification*



ACF Leadership: Representin' from the Beginning



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Climbing Clinics

- Building anchors, placing climbing gear, rappelling and more
- 100 percent of 2024 clinics were led by adaptive climbers
- Affinity clinics always have been led by adaptive climbers



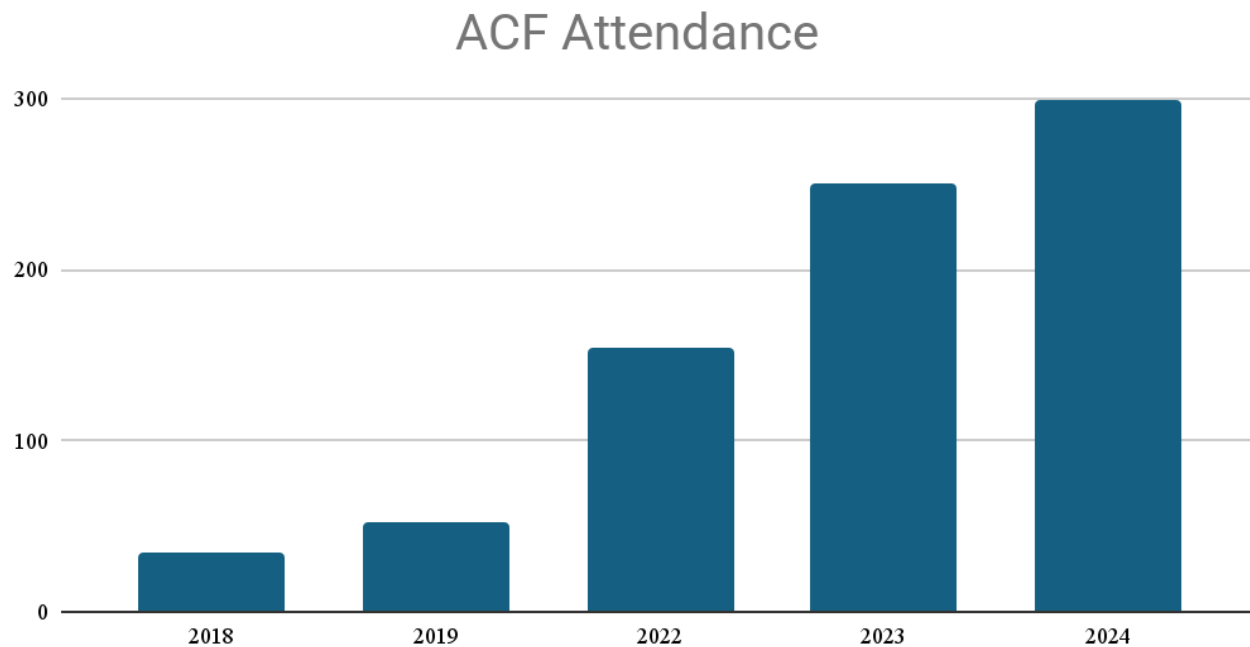
Boot Camp



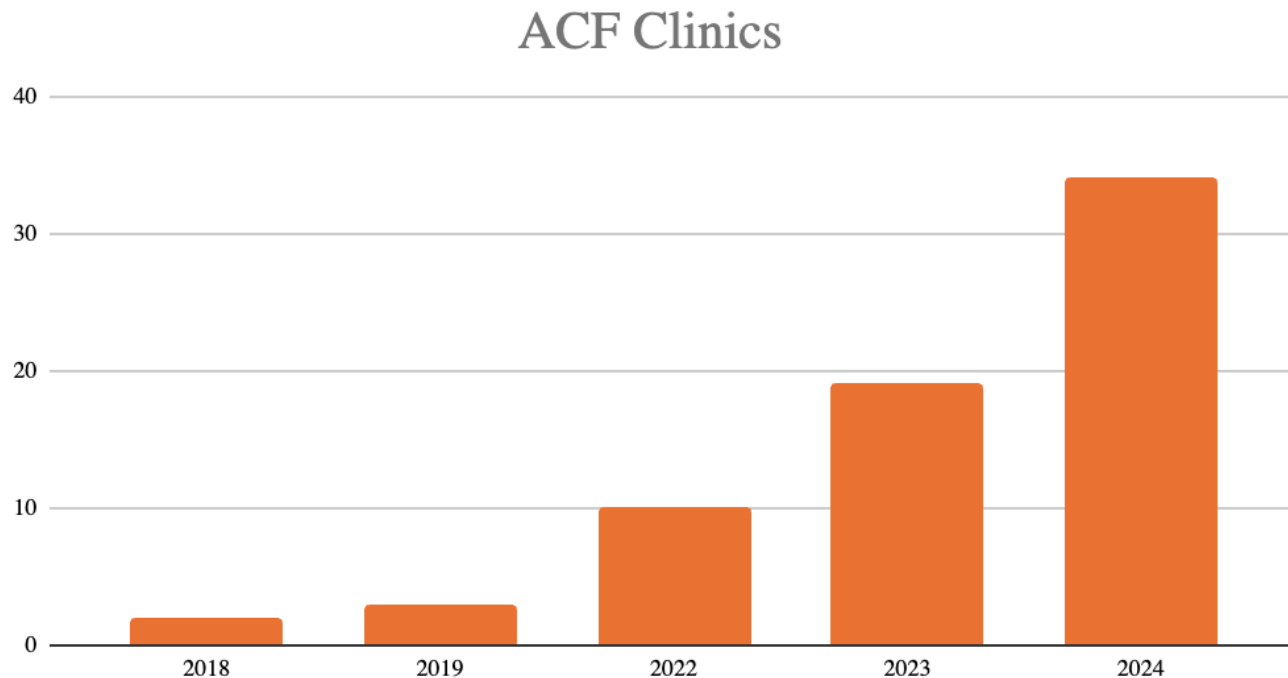
Growth through FUN and RISK



It's Catching On



It's Catching On



In 2024 ...

- First year that we sold out (300 people including participants, caretakers, volunteers, etc ...)
- Had participants from 27 states and several countries, including New Zealand and Australia
- Expansion of climbing areas



An easy first step:

Which of your
participants
would be great
volunteers?



Cultivating Leadership: From Job Calls to Internal Growth

- Recruit your future from within
- Seek discomfort, and upset the status quo
- The community you serve should also perform the service
- Work yourself out of a job